



Positive  
Development



# TEAM DEVELOPMENT REPORT



Empowering People Through  
Greater Awareness & Choice



# TEAM DEVELOPMENT REPORT

## *Why use it?*

This rare type of report provides information and choices about how to make a greater impact with individuals and teams by:

- **Articulating** what is most important to people in a common language so that people's differences get discussed with ease.
- **Measuring** people's level of satisfaction and identifies where attention is most needed.
- **Revealing** strengths, weaknesses, opportunities and threats at an individual and team level.

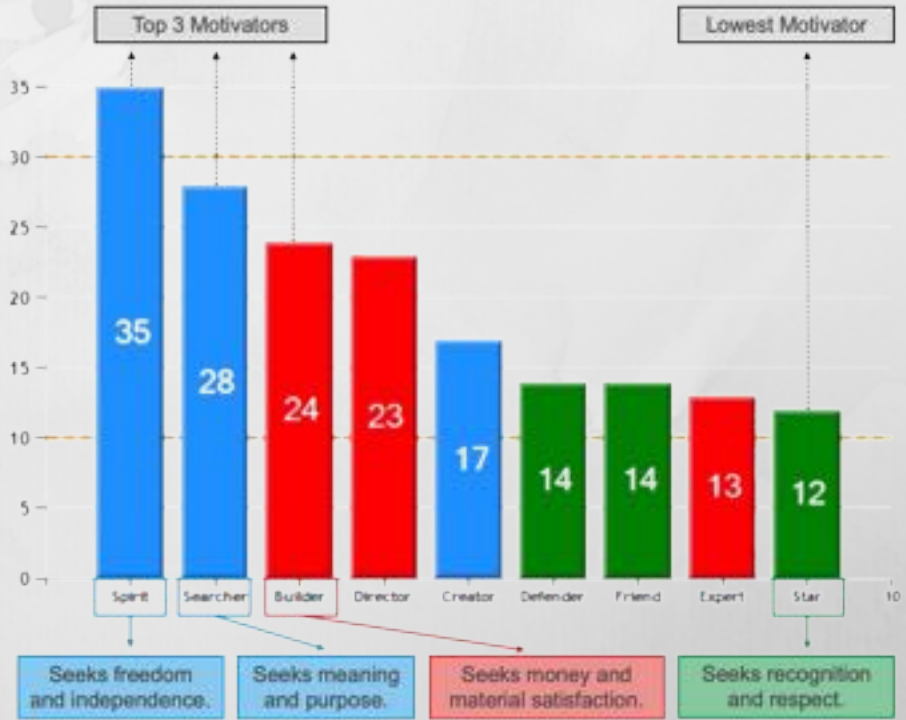


# MOTIVATIONAL MAP PROFILE

## *What motivates you?*

Each person receives their own Motivational Map Report and feedback appointment.

- The report articulates that person's motivational profile. I.e. what is most important to them and what motivates them.
- It also highlights potential weaknesses and blind spots.

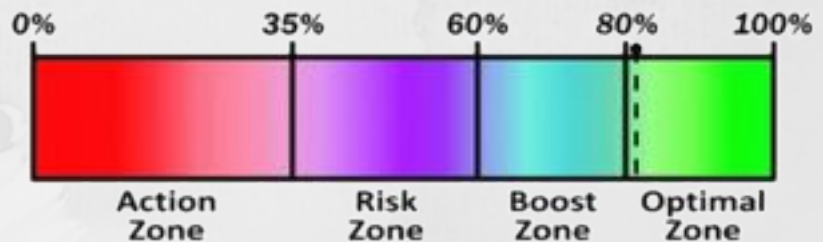


## MOTIVATIONAL MAP SCORE

### *How satisfied are you?*

The report measures your current level of satisfaction based on your survey results.

- Being any less than the **Optimal Zone** will require corrective action to ensure motivation continually drives performance.



# 81% motivated!

The challenge now is to maintain this level of motivation.

# MOTIVATIONAL MAP STRATEGIES

## *How to maintain motivation?*

The report identifies key areas for attention and strategies to maintain excellent performance.



- Spirit (8/10):** Seeks freedom and independence.
- Avoid close supervision and increase the scope of this person’s decision-making.
  - Reward with freedom and autonomy; giving authority to proceed as they choose is extremely motivating.



- Builder (3/10):** Seeks money and material satisfaction.
- Ensure goals are clearly defined and agreed. Link performance and targets to financial rewards.
  - Map out individual career path and identify what achievements, training or promotion is required to achieve it.

# TEAM MAP

## *How are we different?*

Each Motivational Map Report is then combined into a single view or Team Map, identifying...

- Common areas of motivation.
- Potential conflict between individuals.
- Motivational score of the team as a whole.



Top Motivator	Second Motivator	Third Motivator	Lowest Motivator
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Name	Expert	Defender	Searcher	Builder	Spirit	Friend	Creator	Director	Star	Motivation Audit			
										%	1	2	3
Person 1	28	19	27	20	22	20	23	13	8	97%	10	9	10
Person 2	29	21	23	29	22	17	13	17	9	60%	7	4	6
Person 3	22	23	22	16	15	18	22	19	23	38%	3	4	8
Person 4	21	25	26	18	22	20	20	15	13	66%	7	6	6
Person 5	24	22	29	14	15	18	24	17	17	50%	5	5	5
Person 6	24	23	18	33	28	10	12	22	10	31%	1	5	10
Person 7	21	23	20	22	22	17	17	18	20	66%	6	8	6
Person 8	17	29	21	17	14	28	14	17	23	23%	1	5	2
Person 9	30	24	17	21	22	19	16	11	20	57%	8	2	3
<b>Total</b>	<b>216</b>	<b>209</b>	<b>203</b>	<b>190</b>	<b>182</b>	<b>167</b>	<b>161</b>	<b>149</b>	<b>143</b>	<b>54%</b>			



# TEAM DEVELOPMENT REPORT

## *Expert analysis*

Feedback and analysis is then distilled into a simple report to enable better communication, improved relationships, and greater motivation. The report includes...

- Detailed analysis on team dynamics and individual differences.
- Helpful feedback to optimise communication and offer meaningful rewards.
- Suggested strategies for the team to enhance strengths, reduce weaknesses, exploit opportunities, and avoid threats.

Name		Expert	Defender	Searcher	Builder	Spirit	Friend	Creator	Director	Star	Motivation Audit			
		%	1	2	3									
Person 1	1	28	19	27	20	22	20	23	13	8	97%	10	9	10
Person 2	2	29	21	23	29	22	17	13	17	9	60%	7	4	6
Person 3	3	22	23	22	16	15	18	22	19	23	38%	3	4	8
Person 4	4	21	25	26	18	22	20	20	15	13	66%	7	6	6
Person 5	5	24	22	29	14	15	18	24	17	17	50%	5	5	5
Person 6	6	24	23	18	33	28	10	12	22	10	31%	1	5	10
Person 7	7	21	23	20	22	22	17	17	18	20	66%	6	8	6
Person 8	8	17	29	21	17	14	28	14	17	23	23%	1	5	2
Person 9	9	30	24	17	21	22	19	16	11	20	57%	8	2	3
Total		216	209	203	190	182	167	161	149	143	54%			

**Star:** Seeks recognition and respect.

- High Star Vs Low Star
  - Differences can be experienced when a high Star enjoys having their reputation, position and input appreciated and a low Star is less familiar with the need for recognition and respect.



# APPLICATIONS



Mapping your team demonstrates you care about their happiness and success. When a team's motivational profile is understood and acted upon, a team is:

- 20% more productive.
- 87% less likely to leave.
- 480% more committed to goals.

(Source: Engage for Success paper)